



Tabel 4.10

Identifikasi Perbandingan Budaya Ice Cream Hong Kong Saat Ini dengan Harapan Karyawan Mengenai Budaya Ice Cream Hong Kong

Keterangan	Saat Ini	Harapan	Kesenjangan
<i>Dominant characteristics</i>			
Clan	29,05	28,57	-0,48
Adhocracy	21,79	24,05	2,26
Market	26,79	23,45	-3,33
Hierarchy	22,38	23,93	1,55
<i>Organizational leadership</i>			
Clan	23,10	25,36	2,26
Adhocracy	25,60	28,21	2,62
Market	26,31	23,10	-3,21
Hierarchy	25,00	23,33	-1,67
<i>Management of Employees</i>			
Clan	25,36	26,19	0,83
Adhocracy	23,93	25,48	1,55
Market	24,76	26,90	2,14
Hierarchy	25,95	21,43	-4,52
<i>Organization Glue</i>			
Clan	26,19	26,19	0,00
Adhocracy	21,55	26,31	4,76
Market	27,38	22,50	-4,88
Hierarchy	24,88	25,00	0,12
<i>Strategic emphases</i>			
Clan	26,55	27,02	0,48